

Real-Time Job Demand: March/April 2015



INDIANA
WORKFORCE
DEVELOPMENT
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Economic Growth Region 4

Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren, and White Counties

Spotlight on: Frequent Job Openings in Health Care and Social Assistance for EGR 4

| Occupation Title | Other Common Job Titles | Job Description | Entry Level Wage | Experienced Wage | Minimum Education Required |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|----------------------------|
| Registered Nurses | Charge Nurse, Director of Nursing (DON), Emergency Department RN (Emergency Department Registered Nurse), Oncology RN, Operating Room RN, Public Health Nurse (PHN), Nurse, School Nurse, Staff Nurse | Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. | \$42,609 | \$62,769 | Associate's degree |

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|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|----------------------------|
| Nursing Assistants | Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurse's Aide (CNA), Certified Nursing Assistant (CNA), Geriatric Nursing Assistant (GNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, State Tested Nursing Assistant (STNA) | Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. | \$20,444 | \$25,435 | High school diploma |
| Medical and Health Services Managers | Clinical Director, Director of Nursing, Health and Social Service Manager, Medical Records Manager, Mental Health Program Manager, Nurse Manager, Nutrition Services Manager, Office Manager, Practice Administrator, Program Manager | Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. | \$47,329 | \$91,292 | Bachelor's degree |
| Licensed Practical and Licensed Vocational Nurses | Charge Nurse; Clinic Licensed Practical Nurse (CLINIC LPN); Clinic Nurse; Licensed Practical Nurse (LPN); Licensed Practical Nurse, Clinic Nurse (LPN, Clinic Nurse); Licensed Vocational Nurse (LVN); Office Nurse; Pediatric Licensed Practical Nurse (PEDIATRIC LPN); Private Duty Nurse; Triage Licensed Practical Nurse (TRIAGE LPN) | Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. | \$33,369 | \$43,829 | Post-secondary Certificate |

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|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|-----------------------------------|
| Home Health Aides | Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurse's Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice/Home Health Aide, In Home Caregiver | Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient. | \$16,781 | \$23,581 | High school diploma or equivalent |
| Social and Human Service Assistants | Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Social Services Assistant, Social Work Associate | Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. | \$17,898 | \$31,292 | High school diploma or equivalent |

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| Medical Assistants | Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Assistant, Doctor's Assistant, Medical Assistant (MA), Medical Office Assistant, Ophthalmic Technician, Optometric Assistant, Optometric Technician, Registered Medical Assistant (RMA) | Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. | \$24,431 | \$31,477 | Post-secondary certificate |
| Physical Therapists | Chief Physical Therapist; Home Care Physical Therapist; Outpatient Physical Therapist; Pediatric Physical Therapist; Per Diem Physical Therapist; Physical Therapist (PT); Physical Therapist, Director of Rehabilitation; Registered Physical Therapist (RPT); Rehabilitation Services Director; Staff Physical Therapist (Staff PT) | Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury. | \$46,467 | \$95,577 | Master's degree |

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| Medical and Health Services Managers | Clinical Director, Director of Nursing, Health and Social Service Manager, Medical Records Manager, Mental Health Program Manager, Nurse Manager, Nutrition Services Manager, Office Manager, Practice Administrator, Program Manager | Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. | \$47,329 | \$91,292 | Bachelor's degree |
| Social and Community Service Managers | Adoption Services Manager, Children's Service Supervisor, Clinical Services Director, Community Services Block Grant/Outreach Social Worker (CSBG/Outreach Social Worker), Director of Child Welfare Services, Director of Social Services, Program Director, Program Manager, Social Services Director, Vocational Rehabilitation Administrator | Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers. | \$32,726 | \$56,266 | Bachelor's degree |

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| Personal Care Aides | Caregiver, Certified Nursing Assistant (CNA), Home Care Aide, Home Health Care Provider, Medication Aide, Patient Care Assistant (PCA), Personal Care Aide, Personal Care Assistant (PCA), Personal Care Attendant (PCA), Resident Care Assistant (RCA) | Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities. | \$16,819 | \$19,465 | High school diploma or equivalent |
| Dining Room and Cafeteria Attendants and Bartender Helpers | Bar Back, Bus Boy, Bus Person, Busboy, Dietary Aid, Dietary Aide, Dining Room Attendant, Server, Server Assistant, Shift Manager | Facilitate food service. Clean tables, remove dirty dishes, replace soiled table linens; set tables; replenish supply of clean linens, silverware, glassware, and dishes; supply service bar with food; and serve items such as water, condiments, and coffee to patrons. | \$16,856 | \$18,972 | High school diploma or equivalent |

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|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|----------------------------|
| Speech-Language Pathologists | Bilingual Speech-Language Pathologist, Communication Specialist, Educational Speech-Language Clinician, Speech and Language Clinician, Speech and Language Specialist, Speech Pathologist, Speech Therapist, Speech-Language Pathologist (SLP), Speech/Language Therapist, Teacher of the Speech and Hearing Handicapped | Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems. | \$38,353 | \$83,357 | Master's degree |
| Mental Health and Substance Abuse Social Workers | Case Manager, Clinical Social Worker, Clinical Therapist, Clinician, Counselor, Mental Health Therapist, Psychotherapist, Social Worker, Substance Abuse Counselor, Therapist | Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education. | \$26,772 | \$32,045 | Master's degree |
| Occupational Therapists | Assistive Technology Trainer, Early Intervention Occupational Therapist, Industrial Rehabilitation Consultant, Occupational Therapist (OT), Occupational Therapy Co-Director, Pediatric Occupational Therapist, Registered Occupational Therapist, Rehabilitation Supervisor, Staff Occupational Therapist, Staff Therapist | Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. | \$62,110 | \$104,670 | Master's degree |

| Key Hiring Employers | Key Hiring Industries |
|------------------------------|----------------------------------------------------------|
| Trilogy Health Services | General Medical and Surgical Hospitals |
| Ascension Health | All Other Miscellaneous Ambulatory Health Care Services |
| Community Health Systems | Nursing Care Facilities |
| The Mentor Network | Continuing Care Retirement Communities |
| Golden Living | Home Health Care Services |
| Life Care Centers of America | Offices of Physicians (except Mental Health Specialists) |
| Signature Healthcare | Homes for the Elderly |
| Community Howard Regional | Other Individual and Family Services |
| Indiana University | Residential Mental Health and Substance Abuse Facilities |
| Fresenius Medical Care | Medical Laboratories |

Top Specialized Skills in Demand*

Geriatrics-25 ads

Behavioral Health-20 ads

Patient Electronic Medical Record- 17 ads

Pediatrics-14 ads

Critical care- 5 ads

Emergency Room-4 ads

Donor Management Systems- 4 ads

Health Safety and Environmental-3 ads

Preventive Maintenance- 3 ads

Security Administration-2 ads

Top Certifications in Demand

Certified Registered Nurse-50 ads

Certification in Cardiopulmonary Resuscitation-43 ads

LPN-28 ads

Certified Practical Nurse, Long-term care (CPNL, LTC)-28 ads

Certified in Nursing Administration (CNA)-27 ads

Certified Nursing Assistant (CNA)-27 ads

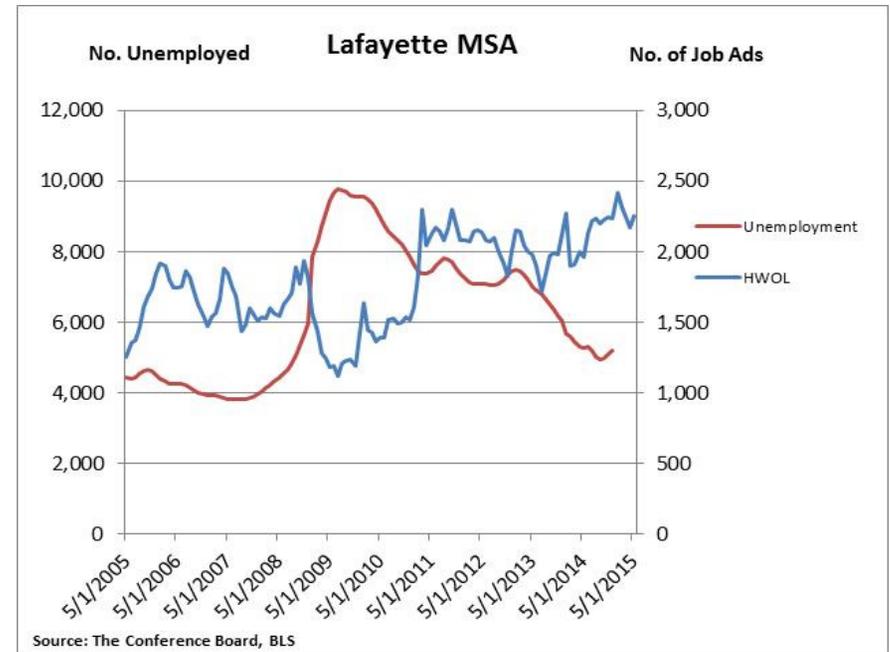
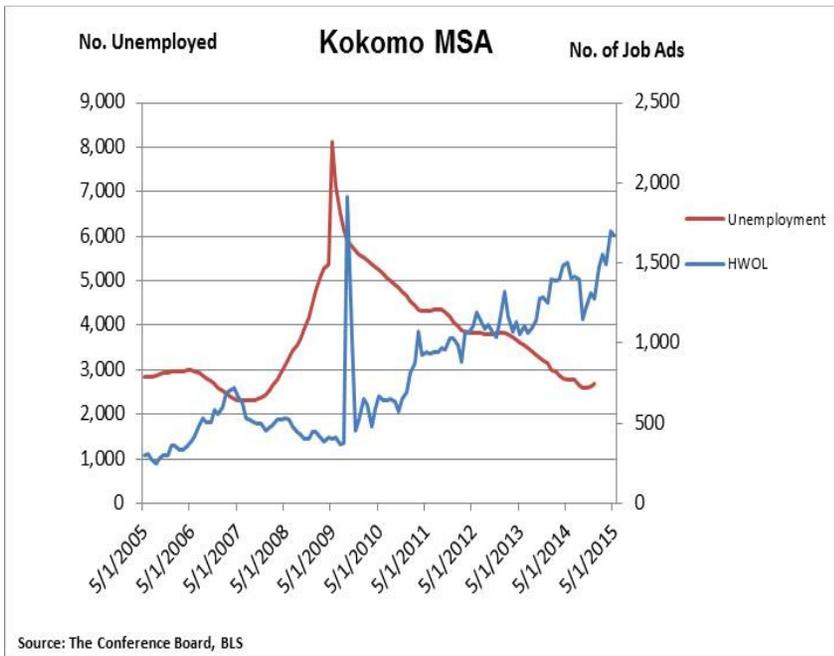
Driver's License-13 ads

Family Medicine-11 ads

Advanced Cardiac Life Support-10 ads

Source: Wanted Analytics. *The skills listed are specialized and are in addition to basic / soft skills in demand from employers. Statewide soft skills in demand include: Process Improvement, Team Management, Strong Interpersonal Skills, Basic Computer Skills, Basic Oral & Written Communication Skills, Microsoft, Cash Handling, Time Management and Troubleshooting.

Supply vs. Demand



Sources

1. **Job Postings, Top Employers, Industries, Skills, and Certifications:** The Conference Board: Help Wanted OnLine. The Help-Wanted Online (HWOL)® Data Series is a job market vacancy listing that provides data collected from online job board sources throughout the U.S., including Indiana Career Connect. IndianaCAREERConnect.com is the state of Indiana's free service to benefit individuals and employers.
2. **Wages:** Occupational Employment Statistics, Indiana Department of Workforce Development *OES State of Indiana Wages where regional was unavailable
3. **Education:** Bureau of Labor Statistics
4. **Job Titles and Descriptions:** O*NET Online



HOOSIERS BY THE NUMBERS

Your source for workforce data from the Indiana Department of Workforce Development

The Indiana Department of Workforce Development serves the worker and the employer to ensure workplace success. DWD is committed to innovating and invigorating Indiana's economic future. Primary services include Work One career centers, unemployment insurance, labor market information, regional workforce strategies, and professional training.

For more regional labor market information, please contact your Regional Market Analyst:

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